

DEPARTMENT OF THE ARMY
HEADQUARTERS, WALTER REED ARMY MEDICAL CENTER
6900 Georgia Avenue, NW
Washington, DC 20307-5001

LD-1 Nursing Policy

8 July 2005

Philosophy of Nursing

1. Purpose: To articulate the mission, vision, goals, and philosophy of nursing leadership to guide the practice of nursing at Walter Reed Army Medical Center.

2. Scope: Applies to all nursing personnel.

3. Mission: To support the organizational mission by consistently and proudly providing safe, competent, and compassionate care to ALL.

4. Vision: To be recognized by our patients, our community, our staff, and the Army for providing the highest quality nursing care.

5. Goals: Value People
Enhance communication throughout the Department of Nursing
Train and develop leaders
Improve quality care processes
Develop a modernization plan and logistics life cycle program

6. Philosophy:

a. Our mission is to provide care to our patients and their beneficiaries within a culturally sensitive environment. We are committed to providing excellence and holistic nursing practice with a patient first philosophy. This includes high quality, safe patient care, while supporting missions that stretch across the full spectrum of military engagements – including training, humanitarian operations, disaster assistance, peacekeeping, and high intensity conflict.

b. We believe that the foundation of quality nursing is based on remembering the importance of basic nursing care. Nursing practice involves teaching, counseling, and patient advocacy as well as physical care and comfort. Nursing actions should be influenced by the partnership established with the patient, family, and/or significant other. Participation by the family unit is essential to attaining the goals of comprehensive patient care.

c. We believe that our patients have dignity and worth. The nurse is a professional who practices independent decision making and whose autonomy of action is legally defined. Nursing practice is predicated upon the nurse's accountability, responsibility,

and authority to manage and coordinate patient care. We also strive to provide caring with compassion and respect for the cultural and ethnic diversity of patients and their significant others.

d. We believe in creating a nurturing work environment that supports clinical expertise, education, and research. We strive to establish a climate that encourages nurses to reach their full potential and practice in a dynamic and supportive work environment for all members of the nursing staff. We strive for a cohesive, well-trained and motivated staff ready to provide the most competent, safe, and compassionate care to all of our patients. In addition to taking care of patients, we also nurture and care for each other.

e. We are committed to the advancement of evidenced based nursing practice and professional growth through participation in and utilization of research and the attainment of continuing education and certification. We promote, utilize and conduct research and systemic analyses to support the military health care system efforts to improve care. We foster an environment for mentoring that promotes independent decision making, accountability, and learning. We believe that the best nurses are those who diligently incorporate basic nursing care while mastering the more complex technology.

f. The nurse is the patient's strongest advocate whose practice involves critical thinking, teaching, and providing physical care and comfort in accordance with professional standards and regulations. We encourage nurses to exercise their autonomy while developing collaborative relationships with other disciplines involved in the patient's care. We are committed to working in a collaborative environment that promotes respect, positive communication, and teamwork among members of the healthcare team.

g. We support individual contributions to leadership and patient safety activities through participation in performance improvement initiatives and taking personal responsibility for nursing care.

h. We utilize information systems for data driven decision-making and develop collaborative administrative infrastructure to support the patient care mission.

i. We support recruitment and retention strategies to create a work environment that values professional nursing and ensures a stable staff with the knowledge, dedication and determination necessary to provide quality nursing care.

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